

ARTICLE 25

NON-DISCRIMINATION

The Employer agrees to continue its policy against all forms of illegal discrimination including discrimination with regard to race, creed, color, national origin, gender, age, physical disability, mental disability, height, weight, marital status, religion or political belief. This includes policies addressing reasonable accommodation for disabled employees. See letter of understanding.

The Union agrees to continue its policy to admit all persons otherwise eligible to membership and to represent all members without regard to race, creed, color, national origin, gender, age, physical disability, mental disability, height, weight, marital status, religion or political belief.

There shall be no discrimination, interference, restraint, or coercion by the Employer or the Employee Representative against any member because of Union membership or because of any activity permissible under the Civil Service Rules and Regulations and this Agreement.